



The Electrical Workers' Brotherhood News



Wisconsin: Brown, Door, Kewaunee,
Manitowoc, Marinette, Menominee,
Oconto & Shawano County
Michigan: Menominee County
www.ibew158.com
920-432-0158

Volume 42, Issue 05
May 2024

BUSINESS MANAGER'S REPORT

Hello Brothers and Sisters:

Well spring is here and as the weather is heating up, so is the work in our area. **We have had calls going out. All the apprentices have been back out to work. We have had a few of the JW calls go unfilled. We cannot have this; we need to fill the calls when they come in. I know some of our members found jobs out of the jurisdiction when we were slow, and people feel obligated to stay with them. We MUST man our own local. We need to make sure our work is manned. Please take a call if you are currently not working.**

We finished our Inside Contract negotiations with NECA. We have a new 3-year contract, the raises will be \$2.50 per year. We are now able to move forward with the work in our area. I am proud of the work of the negotiation team. Andy Pagel, Les Pesola, Scott Evenstad, James Lambert, Troy Behnke, Andrew Gohr, and Rory Leja, thank you for all the hard work and time away from your families to work on the negotiations for all the members. Allocations of wages will be at the May Union Meeting.

During negotiations, the contractors had a large concern, and that concern is absenteeism. We CAN NOT have this on our projects. The concern is not taking time off, the contractors are ok with someone taking time off. It is no call no shows, not communicating the time off. Please make sure you are talking to your foreman and letting them know when you need time off. Absenteeism causes your Brothers and Sisters to have to work harder, work longer, and cover for those who do not show up. We need YOU to police this issue with our members.

If you came to the banquet in April, I hope you had an enjoyable time. We had a great turnout again. We gave out a lot of service pins. It was nice to see the retirees, members, and their significant others.

Please make sure you thank your spouses or significant others for their support of you and your career. They, along with our families, are the reason we do what we do.

My last request from all our members is to get out to vote. Please make sure you do some research on who you are voting for. There are a lot of new races going on in our jurisdiction. Please vote on LABOR issues, this is our livelihood. Please understand that we are finally writing the rules of the economy. The IBEW is the most powerful organization in America when it comes to LABOR. Billions of dollars in projects across the country. We have an agenda for the future. Please visit the IBEW.gov website to find out more.

I want to thank all the members who are showing up every day and working to the best of their ability. Please work safely, work smart, and THANK YOU for working UNION.

In Solidarity,

Jesse A. Jacques

Business Manager



OFFICE HOURS
Monday – Friday
8:00 a.m. – 4:30 p.m.

Office Closed: Monday May 27th.
Memorial Day

Local 158
Office #920-432-0158

REFERRAL REPORT

Dear Brothers and Sisters:
Referral report for April is as follows. Book 1 – 32, Book 2 – 2, Apprentices – 0.



Requests for manpower are picking up and as of this writing we have open calls for Journeymen. I hope our members on the Book will consider taking local calls and support our local contractors. With work picking up statewide, I know there are plenty of opportunities to be had. As our contractors keep pursuing local projects, we need to be able to man them. This summer is going to be a busy one and manpower shortages are going to be an issue unless we man our own local and recruit whenever possible.

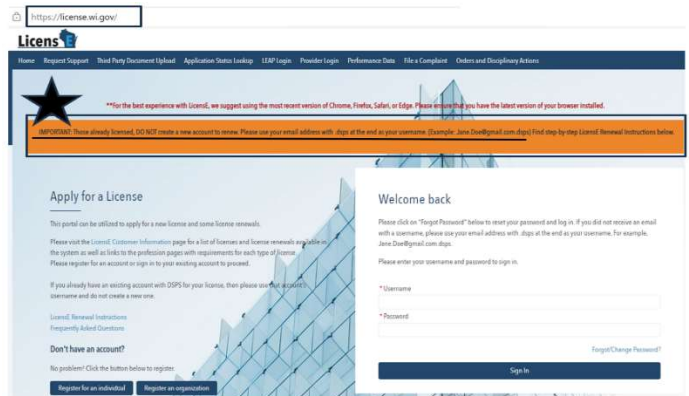
I would like to thank all those that helped at Bay Ship Building this past winter. We had a great showing up there, and FBS has complimented us on our manpower. We still have a handful of guys still working up there, but things are looking to be wrapped up soon. By the time this is mailed out, I expect we will be out of the yard. The electric shop leads all said they appreciated having IBEW members giving them a hand and were pleased with the workmanship.

40-year member and brother Dean Fidler passed on April 7th of this year. Dean was aware it was coming and was able to plan for it and get all his affairs in order. He had asked Scott Wick and myself to be pallbearers and I can speak for both of us that we were honored to do so. The family was grateful for the many members that visited him at the hospital and attended his funeral services. **They talked about how proud he was to be a Local 158 electrician, and he was buried with all his service pins, from his 5-year pin through his 40-year pin he just received this year.** I mention all this because as I was talking with some of the members there, I was surprised at how many mentioned that they had not updated their beneficiaries, put a will together, or did any end-of-life planning. Please take some time to think about the last time you updated any of this information. With marriage, divorce, births and deaths, it is important to keep the beneficiary information current, it is often overlooked.



I also want to talk about the new **DSPS LicenseE** platform we now need to use for licensing.

I have been receiving many calls with issues. It seems like some of our members have not seen their license information show up on the new platform yet.



Please go on the site license.wi.gov, create a username and password, **IMPORTANT: Those already licensed, DO NOT create a new account to renew. Please use your email address with .dps at the end as your username. (Example: Jane.Doe@gmail.com.dps) verify you are on there. (If you do not create a profile, you cannot see your information).** If you are still not able to see your credentials in the DSPS LicenseE portal, create a help ticket on your profile so DSPS can fix it, or give customer service a call 1-877-617-1565. The good news is that I am hearing that the number works, and someone answers it. **It will not be long, and I will only be able to check licenses on the new platform. So, if you are not set up and I cannot check your status, you will have to be able to show me your current (not expired) license card to get referred out.**

Looking forward to seeing a great turnout at the banquet.

**In Solidarity,
Andy Pagel
Referral Agent**

WHERE ARE YOU????

Are you planning to move, or have you recently moved? Have you changed your phone number?



If so, please contact the Administrative Assistant, Lori Schmidt:

Phone (920) 432-0158 Ext. 3,
Remote Cell (920) 619-8040,
Email adminassist@ibew158.com.

PRESIDENT / MEMBERSHIP DEVELOPMENT

Hello Brothers and Sisters:

I would like to start by thanking the members, retirees, and guests that attended the Local's 105th Annual Anniversary Banquet. It was great to talk with many of you! I hope everyone had an enjoyable time; I know I did! It was a privilege and pleasure to announce the years of service pins and recent retirees. I would also like to thank Jason Sullivan for planning and emceeding another successful banquet. Another shout out of appreciation needs to go out to our great generous contractors for donating many of the wonderful door prizes they provided for the members. Thank you for the support and partnership!

I attended the Wisconsin Workforce Development's Talent Development Conference in LaCrosse, April 8th through the 10th. The event was attended by over 250 representatives from various businesses, markets, and employment sectors. The main topics of TDCon were employee retention, recruitment, and building successful relationships in the workforce that foster growth, success, and positive workplace environments. There were a number of breakouts pertaining to all aspects of employment, team building, personal growth, generational conflicts in the workplace, career development through virtual reality, and again retention and recruitment. All industries are struggling to find the right candidates for their positions. Once you have them keeping them engaged and vesting into that career path can be a struggle. The younger generations value their time more. Flexible work hours and work locations are key. I know this cannot really become a reality for our industry, but it is a hurdle we will continue to face, and we will need to explore ways overcome that hurdle.

I had a meeting with Paula Jolly, Executive Director of Amanda's House, and the Mandolin Foundation. Amanda's House is a Green Bay non-profit organization that provides transitional housing for women and children affected by substance use and mental health disorders. They also provide programing to assist these families with obtaining employment and permanent housing. Paula aspires to build or purchase their own building, they are currently leasing a

building on Webster Ave. It was our first meeting, and we will see where the relationship goes but I thought we could offer our RENEW services for minor repair work that needs to be down or volunteer efforts for fund-raising events they may have.

We had our April Aptitude tests on Monday, April 15th, and Tuesday April 16th in three test sessions and 33 applicants taking the exam. So, we should have a healthy number of applicants for the May 1st apprenticeship interviews.

Requests for manpower seem to be picking up the last few weeks and all current apprentices are back to work. Not sure if this uptick is because negotiations are settled, or projects are finally starting to ramp up. Now is as good of a time as any to reach out to any non-represented electrical workers you may know. Promote your union, let them know the benefits we have and enjoy by working under an IBEW collective bargaining agreement. I plan to get out on the streets more to get our name out there. Spread the word, let us help those working in the electrical industry to enjoy the same benefits we have. The more market share we hold, the easier it is for our contractors to secure the work to keep us all working!

Work safe, Work hard, Work UNION!

In Solidarity,

Scott R. Evenstad

Business Development/President

Hello Brothers and Sisters:



We are currently in the process of organizing our annual Timber Rattlers game.

Registration will take place at the hall, watch for updates in the Newsletter and at RENEW meetings. Thank you for your continued support and commitment to our shared goal for the RENEW Committee. Feel free to join us at our upcoming meetings and join in the fun.

In Solidarity,

Jordon Olson

RENEW Chairman



MAY 12TH, 2024

IBEW DUES RATE SCHEDULE

Make check payable to: IBEW, Local 158

Effective **January 1, 2023 - June 30, 2024** ★

CLASS	"A" ALL CLASSIFICATIONS WORKING CONSTRUCTION	"A" ALL CLASSIFICATIONS WORKING MAINTENANCE	"BA" ALL
MONTHS			
1	46.50	63.00	42.00
2	93.00	126.00	84.00
3	139.50	189.00	126.00
4	186.00	252.00	168.00
5	232.50	315.00	210.00
6	279.00	378.00	252.00

* Free Lamination if paying 6 months **Free Lamination & Gift if paying 12 months

"A" Member Reinstatement fee, if over 3 months late - **\$30.00**

"BA" Member Reinstatement fee, if over 3 months late - **\$3.00**

IBEW DUES RATE SCHEDULE

Make check payable to: IBEW, Local 158

Effective **July 1, 2024 - December 30, 2024** ★

CLASS	"A" ALL CLASSIFICATIONS WORKING CONSTRUCTION	"A" ALL CLASSIFICATIONS WORKING MAINTENANCE	"BA" ALL
MONTHS			
1	47.50	64.00	43.00
2	95.00	128.00	86.00
3	142.50	192.00	129.00
4	190.00	256.00	172.00
5	237.50	320.00	215.00
6	285.00	384.00	258.00

* Free Lamination if paying 6 months **Free Lamination & Gift if paying 12 months

"A" Member Reinstatement fee, if over 3 months late - **\$30.00**

"BA" Member Reinstatement fee, if over 3 months late - **\$3.00**

IBEW / LOCAL 158 – BASIC DUES

Mailing your check helps our office with less paperwork and costs. We would appreciate it if you would get into the quarterly habit of paying dues in advance. If you pay at least six months in advance, we will laminate your receipt as a token of our appreciation, plus a gift card for one year in advance. Be sure to check your receipt for accuracy. Pay special attention to the area under the words "OFFICIAL RECEIPT" where it says "N. Bal." This is your New Balance. If there is a negative balance there (i.e., -\$5.00), you should reduce your next payment by this amount. If there is a positive

balance, there (i.e., \$2.40), increase your next payment.

Online payment of dues is also available through the "Members Only" login section of the IBEW 158 website at. If you have not signed up for access to the Member Login section, use the "Contact Us" link under the About tab on the website to send Scott Evenstad your email address, username, and password (minimum seven characters) you wish to use. He will get you entered into the website's system. If you have questions, please call Scott at (920) 432-0158, Ext. 4

IBEW DUES RATE SCHEDULE

Make check payable to: IBEW, Local 158

Effective **January 1, 2025 - June 30, 2025** ★

CLASS	"A" ALL CLASSIFICATIONS WORKING CONSTRUCTION	"A" ALL CLASSIFICATIONS WORKING MAINTENANCE	"BA" ALL
MONTHS			
1	49.50	66.00	43.00
2	99.00	132.00	86.00
3	148.50	198.00	129.00
4	198.00	264.00	172.00
5	247.50	330.00	215.00
6	297.00	396.00	258.00

* Free Lamination if paying 6 months **Free Lamination & Gift if paying 12 months

"A" Member Reinstatement fee, if over 3 months late - **\$30.00**

"BA" Member Reinstatement fee, if over 3 months late - **\$3.00**

IBEW DUES RATE SCHEDULE

Make check payable to: IBEW, Local 158

Effective **July 1, 2025 - December 31, 2025** ★

CLASS	"A" ALL CLASSIFICATIONS WORKING CONSTRUCTION	"A" ALL CLASSIFICATIONS WORKING MAINTENANCE	"BA" ALL
MONTHS			
1	50.50	67.00	44.00
2	101.00	134.00	88.00
3	151.50	201.00	132.00
4	202.00	268.00	176.00
5	252.50	335.00	220.00
6	303.00	402.00	264.00

* Free Lamination if paying 6 months **Free Lamination & Gift if paying 12 months

"A" Member Reinstatement fee, if over 3 months late - **\$30.00**

"BA" Member Reinstatement fee, if over 3 months late - **\$3.00**



CONGRATULATIONS TO ALL WHO RECEIVED SERVICE AWARDS THIS YEAR:



20 YEAR

Brian Bouchea
Randall Gummin
Jeffrey Holl
Chuck Lornson
Moore, Bill
Andrew Witcpalek

25 YEAR

Daniel Adams
Mark Bohm
Todd Engum
Nicholas Fatla
Greg Gawryleski
Scott Hoffman
Clint Huber
Shawn Johnsen
Michael Klister
Ken Le Mere
Aaron Linssen
Craig Ludke
David Luedtke
Aaron Lund
Kenneth Maggle
Cory Piontek
Jacob Rybicki
Rubben Vandenlangenberg

30 YEAR

Richard Camps
Robert Cintron
James A. DeBaker
Robert Meyer
Brian Repitz
Norman Rupp

35 YEAR

Patrick Dillon
Lee Granius
Robert Grzybowski
James Halloran
Chris Hillberg
Gregory Jossart
James Kibilowski
Jeffrey Schadrie
Richard Verheyen
Michael Weisser
Mark Wied

40 YEAR

Donald Allen
Bradley Baeten
Paul Bohn
Steven Brault
David De Baker
Steve De Baker
David Diedrick
Daniel Eichman
Dean Fidler
Robert Gartzke
Alan Hamernik
David Jerovetz
Dean Knuth
James Neuens
Gerald Van Den Elzen

45 YEAR

Paul Burlo
Roy Campbell
Jeff Hockers
Thomas Radtke
Kenneth Vanden Bush
Rick Woodgate

50 YEAR

Richard Bain
Dale Barnes
Willard Beaumier
Daniel Becker
Keith Hansen
Darrell Helms
Wayne Hyduke
Gary Mc Vey
Richard Szalewski
Scott Van Den Heuvel
Warren Wilber

55 YEAR

Eric McLean
Ralph Miller
Alfred Peterson
Ralph Rabach

60 YEAR

Neil Beaudo
Leland Denil
William Leeman

65 YEAR

George Bal
Andrew Rosik
Everett Vrooman

RETIREMENT

Peter Anderson
Bradley Baeten
John Bomber
Richard Brice
Ronald Cook
Terry Delsart
Jeffrey Faulhaber
Mark Hall
David Jerovetz
Wayne Malueg
Gerald Van Den Elzen



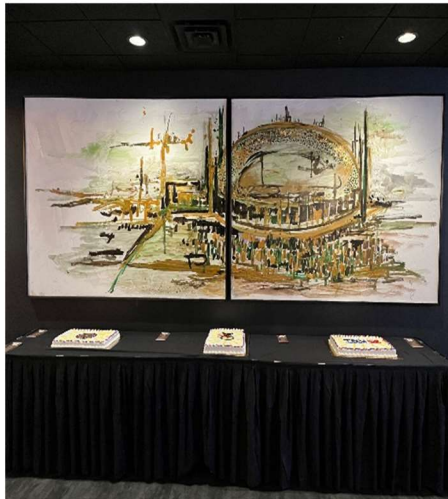
105th ANNUAL BANQUET

Held; Saturday, April 6th, 2024, @ Stadium View





Congratulations



Celebration Time

**SPECIAL THANK YOU
FOR YOUR DONATIONS
FOR THE 105TH ANNUAL
BANQUET:**

The following donated items for
Local Union 158's
105th Annual Banquet,

B & B Electric
CR Meyer & Sons Company
Eland Electric
Electrical Synergies
Elmstar Electric
Fincantieri / Bay Ship building
IBEW Local Union 158
Pieper Power
Sargent Electric Company
Stadium View
Sweda & Sons Lighting
V D H Electric
Van Den Heuvel Electric
Van Ert Electric Company

Thank you also to all who attended.
The banquet again was a remarkable
success!

*In Solidarity,
Jason & Chad
The Entertainment Committee*



New Members Are Joining

**Local 158 Welcomes
New Members for the
First quarter of 2024:**

Journeyman Inside Wireman:

Stuart Kussow

James Schwer

Marine Electrician:

Jackson Hegner

Apprentice Inside Wireman:

Christina Ermis

Construction Wireman 1:

Douglas Moore

Diego Zastrow



EDUCATION CORNER
FIRST AID/CPR CLASS

Approved for **8 CEU credits**, limited to 25 students, and has a **class fee of \$10.00 payable to GBEW A&T.**

**Monday, June 3rd, 2024 &
October 7th, 2024 - 5:00 - 9:00 p.m.**

MIKE HOLT'S DVD CLASSES

Self-study classes are approved for CEUs through the DSPS. *Each class can only be viewed once during the term of your credential.* Based on the 2017 Code Book. You must complete all questions and score 70% or above for CEUs. There is a \$10.00 fee only when applying for CEUs.

AC Motors & Transformers (6.0)

Commercial Calculations (4.5)

Conductor Sizing & Protection Calculations (4.0)

Dwelling Unit Calculations (8.0)

Electrical Circuits (4.0)

Electrician's Math & Basic Electrical Formulas (2.0)

Equipment for General Use (5.0)

General Requirements Circuits & Protection (10.0)

Grounding vs. Bonding (4.5)

Limited Energy & Communications Systems (5.0)

Motor & Air Conditioning Calculations (4.5)

Multifamily Dwelling Calculations (5.0)

Raceway & Box Calculations (5.0)

Special Conditions (3.5)

Special Equipment (5.0)

Special Occupancies (5.0)

Transformer Calculations (5.0)

Voltage Drop Calculations (4.5)

Wiring Methods (10)



CODE QUESTION OF THE MONTH



At a residential single-family dwelling, an installation of equipment required the ampacity for the conductors to be sized at 60 amperes. The electrician

decided to strip out #6 awg conductors from a Type NMC cable he had on the service truck and install the conductors within EMT conduit to the equipment. *When sizing the ampacity of the conductors from the National Electrical Code Book, he used Table 310.15(B)(16) from the 75°C column which was 65 amperes. The electrician felt this would be properly sized and legal.*

He failed to read Section 334.80 Ampacity, which states, “The ampacity of Types NM, NMC, and NMS cables/conductors shall be determined in accordance with Section 310.15. The allowable ampacity shall not exceed that of a 60°C rated conductor”.

The #6 awg NMC conductors installed were improperly sized and “Illegal”. **He will need to install a #4 awg conductor** rated for 70 amperes from the 60°C columns from Table 310.15(B)(16) if he is using Types NM, NMC, or NMS cables. This will satisfy the 65-ampere load for the equipment on site.

Now the installation will become LEGAL and SAFE.

Green Bay Electrical Workers (920) 432-0158
Journeyman Inside Wireman **05/28/2023**

Wage		\$38.57
GBEW Pension	25% contribution	9.64
NEBF Pension	3% contribution	1.16
*Health & Welfare (Medical, Dental, Vision)		10.82
Total wage & benefits		\$60.19
Working dues (4% Deduction)		1.54



**International
 Brotherhood of
 Electrical Workers
 Local Union 158**
 Wage and Benefit
 Comparison
 Calculator
www.ibew158.com



**Happy
 Memorial
 Day!**

Thank you to all our
 soldiers who have given
 of themselves for our
 freedom!

We need your help
Saturday, MAY 11th

Loaves & Fishes is serving **over 7,000 people** each week.
 Thank you for your generosity!



Put your **NON-PERISHABLE** healthy and nutritious food donation in a bag by your mailbox, and it will be donated to Loaves & Fishes Community Services.



**Local Union 158, International Brotherhood
Of Electrical Workers**
2970 Greenbrier Road
Green Bay, WI. 54311-6532
(920) 432-0158

**Non-Profit
Organization**
US Postage Paid
Permit #355
Green Bay, WI. 54302

Electronic Service Requested



Jesse Jacques, Business Manager
Andy Pagel, Business Agent
Scott Evenstad, Business Development/President
Lori Schmidt, Administrative Assistant
Tammy Phillips, Secretary
tp/opeiu #9

Local 158's Golden Years Clubs

Green Bay Breakfast:

The Electricians held our breakfast at **The Café** on **April 15th, 2024**. Present were Dale Ferron, Jeff Hockers, Lee Denil, Chuck Calliari, Bob Rukamp, Roger Young, Dean Knuth, Don Allen, Carl Arnoldi, Mark Wied, and me.

We had a nice discussion on our different work experiences.

Our next breakfast will be held on Monday, May 20th, 2024, at 9:00 a.m., at The Café, 2725

Manitowoc Road, Bellevue. Hope to see you there!

**Respectfully Submitted
Bob Augustian**

Sturgeon Bay Breakfast:

Hello Again From, The North!

Members that attended our breakfast on **April 1st, 2024**, Present were Romie Kozicki, Bill Mencheski, Jeff Hockers, Lee Denil, Bob Gartzke, Marv De Jardin, Dale Ferron, Mark Wied, Ralph Rabach, and me.

I would like to thank everyone who worked on the banquet, and those that missed it, missed a delicious meal.

**The next breakfasts will be held;
Monday, May 6th, 2024, & June 3rd, 2024, at 9:00
a.m. at the 3rd Avenue Cafe, 113 N. 3rd Avenue,
Sturgeon Bay. I hope to see you there!**

**Still Retired and Enjoying it!
Al Peterson**



Membership Meetings

Tuesday, May 14th, 2024, 6:00 p.m.

**Allocation of monies for our wage package increase will be presented at
the union meeting May 14th, 2024.**

Tuesday, June 11th, 2024, 6:00 p.m.

**PAID-UP DUES RECEIPT
REQUIRED TO ATTEND.**

Light meal and beverages are provided after the meeting.





1) Section 1.01 - Term of Agreement: **Three (3) year agreement.**

2) Section 5.05 – Wages **(\$7.50 over 3 years)**

2024-2025.	4.15% (\$2.50)
2025-2026.	3.99% (\$2.50)
2026-2027.	3.83% (\$2.50)

3) Section 5.06A - Layoff/Payoff

SECTION 5.06 (A) - Wages shall be paid weekly on the Employer’s regular payday, and not more than three (3) days wages may be withheld at any one time. Wages may be paid on the jobsite, by mail or electronic deposit to the bank or credit union of the employees’ choice. If checks are mailed, they shall be postmarked by 12:00 midnight two-days prior to payday. **In the event an employee is laid off, wages shall be paid weekly on the Employer’s regular payday, but not more than three (3) days wages may be withheld at any one time provided the employee has been provided with a termination slip with mutually agreed upon worked hours listed and signed by both the employer and employee.** ~~the employee shall be paid all his wages immediately.~~ In the event he is not paid off, waiting time shall be charged equal to 10% per day of the net amount of the check. The waiting time provision may be waived by mutual agreement between the Business Manager and the Employer when circumstances arise that are beyond the control of the Employer. Any workman discharged for cause by the Employer or quits, shall be paid all his wages on the next designated pay date. If, for any reason, the employee feels he has been laid off or terminated unjustly, he must file a written grievance with the Business Manager of the Local Union within forty-eight (48) hours after the end of the workday on which he was terminated, Saturdays, Sundays, and holidays excluded.

(B) - ~~Employers shall pay by cash, company check or direct electronic deposit.~~ Employees shall be given a statement of payroll deductions, hours worked in that pay period, and any monies withheld.

(C) - The Employer or his representative shall complete a ~~four (4) part~~ termination notice form, furnished by the Local Union and signed by the Employer or his representative, showing the date and cause of termination. The Employer or his representative shall notify the employee and the Union no later than mid-point of the shift on the day of termination. The employee shall also be given ~~his final pay check and~~ a copy of his termination notice at least one (1) hour prior to time of termination. One (1) copy of the termination notice shall be forwarded to the Local Union office and one (1) copy to the Association office within thirty-six (36) hours of the termination and one (1) copy should be retained for the Employer’s files. Terminations may be processed electronically through the i-Remit payroll reporting system, but in any case, the employee shall receive a copy upon termination. **All terminations must be signed by the Employer, and if wages are to be held, the employee must also verify (initial/sign) the hours worked.**

4) Section 5.14 – Supervision: Amend current language, **add clause to allow more flexible ratios for Foreman with Business Managers approval.**

5) Section 9.07 - Each Employer shall contribute an amount equal to ~~two cents (\$.02)~~ **four cents (\$.04)** per hour of productive labor payroll for the operation of this committee. Payment shall be forwarded monthly, in a form and manner prescribed by the trustees, no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. The Wisconsin Chapter, N.E.C.A., or its designee, shall be the collection agent for this fund.

6) Section 10.05(A) - The Employer agrees to contribute twenty-five percent (25%) of the gross monthly payroll for all employees covered under this Agreement to the jointly administered Green Bay Electrical Workers Pension Trust Fund for the purpose of providing pension benefits for the employees. The amount contributed by the Employer shall be paid in the manner specified in Section 10.01 of Article X of this Agreement.

NOTE: The contribution to the Green Bay Electrical Workers Local #158 Pension Plan for all apprentices indentured on or after April 1, 2017 shall be as follows:

- Sixteen percent (16%) of the employee's base wage rate during periods ~~1 through 4~~.
Change to 1 through 3.
- Eighteen percent (18%) of the employee's base wage rate during periods ~~4 through 6~~.
Change to 3 through 6.

NOTE: If the Pension contribution for Journeymen is increased, it will also increase equally for all other classifications.

7) 401K PENSION PLAN ADDITION:

A. – The Employer agrees to facilitate a deduction and administrative reporting to WEEBF on employees volunteering for participation in the 401K, provided the reporting and submission procedures coincide with those stated in Article X, Section 10.01 of this Agreement.

B. – The Employer agrees to facilitate a deduction and administrative reporting to WEEBF on employees volunteering for participation in the 401K ROTH, provided the reporting and submission procedures coincide with those stated in Article X, Section 10.01 of this Agreement.

C. (Parties mutually agree contribution allocations will mirror the current 401K contributions)

8) CW/CE addendum, APPENDIX A – Construction Wireman/ Construction Electrician Addendum

Wage & Benefit Package

	Class Hours	% of JIW Base Rate	H&W	NEBF	Local Pension
CW1	0 – 900 Hrs	45%	-	3%	-
CW1-A	901 – 2,000 Hrs	45%	\$9.26	3%	-
CW2	2,001 – 5,000 Hrs	50%	\$9.26	3%	2%
CW3	5,001 – 8,000 Hrs	55%	\$9.26	3%	5%
CE1	8,001 – 10,000 Hrs	65%	\$10.26	3%	6% 7%
CE2	10,001 – 12,000 Hrs	75%	\$10.26	3%	6% 7%
CE3	12,001 – 14,000 Hrs	80%	\$10.26	3%	9% 10%